

CHAPTER-IV

" PROPER MAN IN PROPER PLACE GIVES BETTER  
RESULT "

CONTENTS -

- a) Selection of man-power in the Mill.
- b) Provisions of Practical Training.
- c) Induction and placement of the  
workers.

CHAPTER-IV

Selection of the Man-power in the Mill :

Man-power is a vital factor to be considered by the management of the mill. Every worker is a segment of production and contributes his own share of effort towards the prosperity of the Industry. So it is essential on the part of management to select a proper and efficient worker.

The mill has selected 2,669 productive workers of whom 2,000 were appointed before the expansion programmes of the mill. The mill has adopted expansion programme in the year 1991-92 increasing its spindle capacity from 11,960 spindles to 82,192 spindles provisionally it has selected 350 youth as trainees but as and when installation of new machines have taken up, temporary workers ( trainees ) are appointed on permanent basis, so, practical training is being provided to productive labour before his permanent appointment.

In case of technical staff, the procedure of appointment is on the performance of the interviews, qualification and previous experience. Recently the mill has appointed an experienced and qualified general manager ( Y. N. Shrinives ) He has 15 years experience in textile industry.)

Another officer, personnel and labour officer who is M.S.W. has been also appointed by the Mill. These two key officers have been appointed purely on the basis of their qualifications experience and merit the authority of the mill has given due weightage to calibre and efficiency neglecting the influence of the money and political pressure, now the management of the mill and the workers are expecting improvements and developments of the mill with their skill and knowledge.

TABLE-IV : TECHNICAL STAFF --

Sr. No.	Name of the Employees	Aualification	Designations
1	Shri R.Venkatachalapaty	B.Sc.Text.	Sr.Dept.Asstt.
2	Shri S.M. Koadr	D.T.T.P.P.M.	Dept.Asstt.
3	.. S.N. Carndole	D.M.E.	Main Asstt.
4	.. A.G. Longate	B.Tex.T.T.	Jr.Dept.Asstt.
5	.. G.N.Hakki	B.E.Texttile	Jr.Dept. ..
6	.. S.D.Soman	B.Text.	Jr.Dept. ..
7	.. S.V.Saptpule	B.Text.	Jr.Deptt.,,
8	.. D.B.Bugad	D.T.M.	Supervisor
9	.. R.A.Dhalati	D.T.M.	..
10	.. S. .Ambi	B.Text.	Trannice Sup.
11	.. D.A.Patil	B.Text.	-do-
12	.. K.E.Chougale	B.Ext.	-do-
13	R.S.Patil	B.Text.	-do-
14	Shri K.D.Somvanshi	B.Text.	-do-
15	.. V.R.Prakash	B.Text.	S.Q.C.
16	.. P.S.Rane	D.E.E.	Superviser
17	.. S.K.Morbale	D.E.E.	Supervisor.

Present the recruitment of the technical Staff in the Mill.The mill is recruited the technical staff in accordance with their qualifications, for Instance Mr.Jamdar is required B.Tech.in Asstt.Spining master and Mr.V.R.prakash who is B.Tech.and appointed in S.Q.C.there are mejer technical staff of the Deccan Co-oc.spinning mill is only 17 near about all these staff are completed the Diploma or degree in textile industry.

TABLE IV: 2 : ADMINISTRATIVE STAFF -

Sr. No.	Name of the Employee's	Qualification	Designation
1	Shri R. Ramchandran	S. S. L. C.	Bombay Office Deptt.
2	.. V. K. Lole	E. Com.	Chief-Accountant
3	.. P. S. Jathar	B. Com., LL. B. A. C. A.	Financial Controller.
4	.. A. J. Mane	M. A., LL. B.	Labour Officer
5	.. A. K. Patil	M. S. C. D. I. S.	Safety Officer
6	.. V. V. Bhakare	B. Com., M. S. W.	Welfare Officer
7	.. S. J. Gaikwad	B. A.	Asstt. Vig. Officer
8	.. A. S. Garde	S. S. S. (Old)	Security Officer
9	.. B. Y. Samak	B. Com.	Accountant
10	.. S. M. Magdum	S. S. C.	Purchase Officer
11	.. S. B. Kotwal	B. A.	Store Keeper
12	.. M. G. Patwardhan	S. S. C.	Senior Time- Keeper
13	.. B. S. Kulkarni	S. S. C.	Depot Supervisor
14	.. V. R. Chiplunkar	B. Sc. Agri.	S. R. Horticulture
15	.. M. V. Patil	B. Sc. (Sup. course)	Cost Accountant

In case of Administrative staff, the selection of personnel is near to satisfaction proper selection procedure is adopted for selecting qualified person for different posts. The general manager Mr. Shrinivas is to be controlled and handle of all the managing power and to be increase in the production of this mill.

The Manager of the Mill has been appointed on the basis of his previous experience in the field of co-operative society. The mill has appointed the cost accountant in B.Sc. degree but he is special course in supervisor and cost accounting then remaining administrative staff is qualified and even more qualified than required to their posts.

It is observed by the researcher that the authority of the mill has selected its personnel properly neglecting the influence, of money. But these are many case where influence of political and local leaders had its effect on the post of some administrative and technical staff most of the productive workers were selected on the recommendations of local leaders and directors of the mill.

TABLE -IV : 3 : BASE FOR THE SELECTION OF WORKERS

Question	on the basis of Merit	an influence of officer and political leader	On any other basis.
How did you get appointment in the mill	32	68	Nil

TABLE IV:3: Indicates the appointment of the workers in the mill. About 32 workers have been appointed on the basis of their merit. About 68 workers have been appointed with the influence of the higher officer and the local leaders. The table shows that appointment of the workers in the mill is made more on the basis of the influence than the merit possessed by the workers.

PROVISION OF PRACTICAL TRAINING :

The mill has made provision for training and adopted on the job 'training method ' to train its workers working in the various department of the mill such as curding, simplex, spinning, below room, winding etc. ' On job training method is primarily concerned with developing in an employee. The employee's are coached and instructed by skilled workers. They learn the job by personal observation, practices as well as occasionally handling it.

The main advantages of on job training is that the trainee learns of the actual equipment is use and the true environment of his job. So he gets feel of the production. Condition and requirements. The trainee terms the rules, regulation and procedures by observing their day-to-day applications.

The mill has provisionally appointed 350 workers to meet the needs of manpower arising out of its expansion programme. All these trainees are appointed on permanent basis after satisfactory completion of training period.



INDUCTION AND PLACEMENT OF THE WORKERS -

Induction is very essential to new workers. He must be given full knowledge of the Industry. He must be introduced to his friends with whom he is going to join his hand in future this inducement procedure is undertaken by the mill, as per the statement of General Manager, every new worker is being introduced to his colleagues and department where in the is being postal.

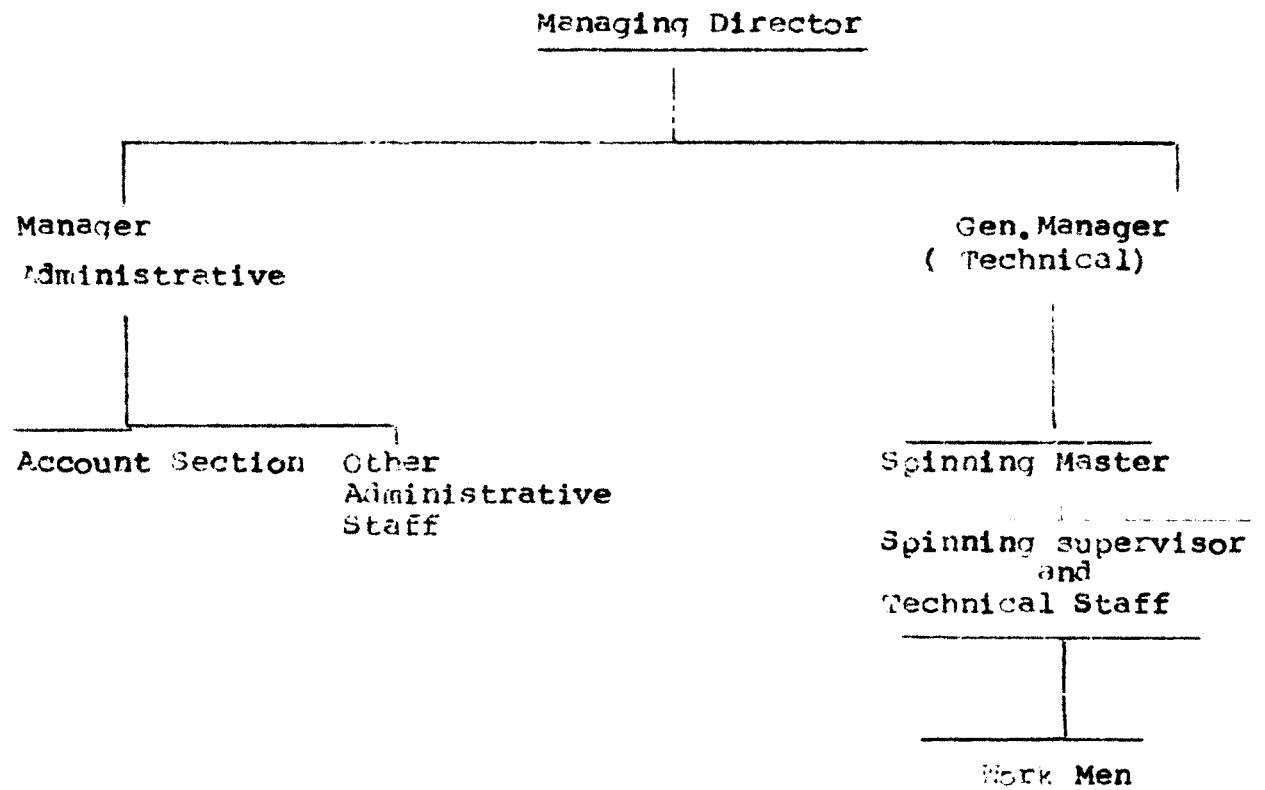
The scientific placement of worker is an important talk to every management. Every worker should be placed properly after his appointment and training proper man is proper place gives better result.

TABLE IV-5 : PLACEMENT OF WORKER AND IN DIFFERENT  
DEPARTMENTS OF THE MILL -

Sr. No.	Name of the Department	SHIFT				Total
		Gen.	1st	IIInd	IIIRD	
1	Blow Roll	13	27	11	10	61
2	Carding	27	33	34	34	128
3	Open End Spinning	1	4	5	6	16
4	Speed Frame	32	92	86	95	305
5	Ring Frame	121	288	277	269	955
6	Carding	5	2	2	2	11
7	Winding	11	264	258	246	779
8	Testing (Gen. Shift)	1	-	-	-	1
9	Packing	93	-	-	-	93
10	Doubling	5	40	40	38	123
11	Reeling Geny.	-	20	23	24	67
Total .....					2439	

TABLE IV:5 : Indicates the placement of workers in different departments of the mill. In all 2439 workers have been placed in the three shifts in various department of the mill, in the spinning department, 16 workers have been placed the highest workers are placed in the department of Ring frame i.e. 955 and the over all placement of the mill is quite considerable.

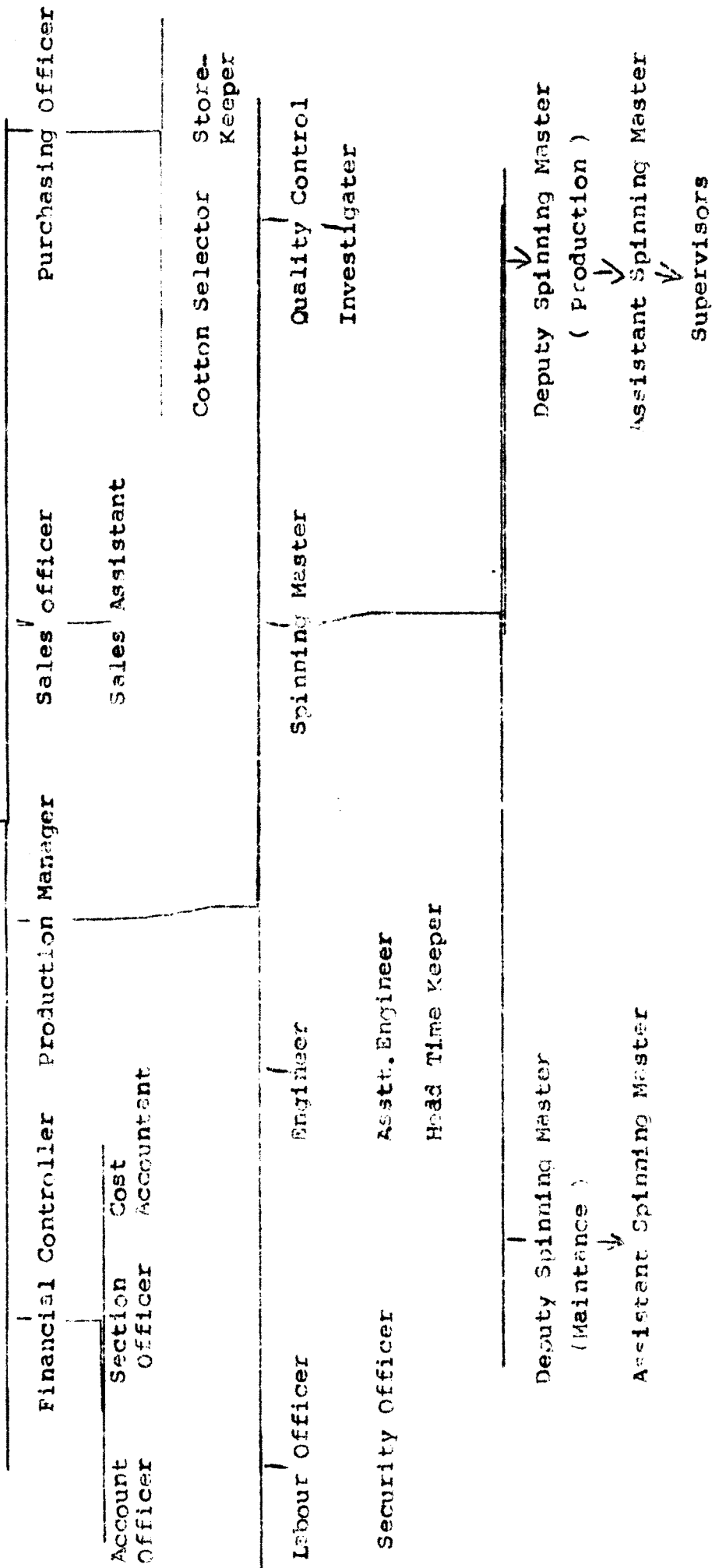
**CHART III-I: THE PRESENT POSITION OF THE ADMINISTRATIVE AND TECHNICAL STAFF --**



Now the mill has proposed to adopt the all India federation of co-operative spinning Mill, organisation chart which is given on the next page.

CHAPTER-III-2 : PROPOSED NEW ORGANISATION AND PLACEMENT OF MAN-POWER

General Manager



Chapter-III:2: The proposed new organisational Structure and the placement of the man-power seems to be modern and scientific than the existing organisation.